



***THE BAY AREA RAPID TRANSIT DISTRICT  
POLICE DEPARTMENT  
INVITES APPLICATIONS FOR***

## **POLICE LIEUTENANT**

**\$111,348 — \$127,536 annually**

**Bay Area Rapid Transit District**

**Apply by: January 21, 2013**

***\*Only the first 100 applications received by  
1/21/2013 will be considered***

**An Equal Opportunity Employer - BART** is an equal opportunity employer. Women, minorities, and persons with disabilities are encouraged to apply.

## THE POSITION

The Bay Area Rapid Transit District Police Department is announcing an excellent employment opportunity to fill a Police Lieutenant vacancy. Under direction of the Deputy Police Chief or the Police Chief incumbents in this position may be assigned as a zone commander, watch commander or commanding officer of a specific unit responsible for management and administration of the daily activities.

The incumbents will also be responsible for providing professional and technical assistance to police staff and other departments and agencies and performs related duties as assigned

## THE DEPARTMENT

The BART Police Department is comprised of 296 personnel, of which 206 are sworn peace officers anywhere in California. Its Chief of Police commands the department that is BART's sole law-enforcement entity and provides the full range of police services. To prepare for major emergencies, critical incidents, and tactical responses, the department is a signatory to the Bay Area's mutual-aid pacts and has teams of highly trained officers for tactical response and/or crisis negotiations.

The Patrol Bureau is decentralized into four geographical police zones, each with its own headquarters and field offices. Zone lieutenants are assigned the personnel, equipment, and resources to manage their respective police operations. This community-based deployment strategy enhances the BART police's ability to work more closely with the local residents, allied public-safety agencies, businesses, schools, and other transit district employees. There are BART police facilities and field offices in Oakland, Concord, Walnut Creek, Pittsburg, El Cerrito, Dublin/Pleasanton, Castro Valley, San Leandro,

## MISSION STATEMENT

The mission of the BART Police Department is to ensure a safe environment within our transit system, reduce crime through a highly visible police presence and proactive enforcement of the law, and to promote public confidence by working in partnership with our stakeholders and the communities we serve.

### **The Core Values:**

- ❖ **INTEGRITY** - We inspire trust and carry ourselves in a manner that demonstrates the highest levels of honesty, ethics, and moral conduct.
- ❖ **SERVICE** - Placing Service above Self, we work in partnership with the community, serving with pride, courage and compassion.
- ❖ **ACCOUNTABILITY** - We take ownership of our duties, remaining answerable to the public and accountable to the laws, rules, policies and procedures that govern and guide us.
- ❖ **PROFESSIONALISM** - We are committed to conduct and performance reflective of the highest standard of personal and organizational excellence.
- ❖ **DIVERSITY** - We acknowledge and embrace the diversity in the communities we serve and strive to ensure diversity is reflected in all levels of our organization.

## MINIMUM QUALIFICATIONS

**License and/or Certificate:** Possession of or eligibility to possess, the P.O.S.T. Advanced and Supervisory certificates. Official college transcript(s) and/or college or university diploma(s) upon request.

**Education:** A Bachelor's degree from an accredited college or university.

*Please Note: Applicants with transcripts from outside the United States or its territories must have the transcripts evaluated by an academic accrediting service.*

**Experience:** Two (2) years of (full-time equivalent) verifiable experience as a Police Sergeant by the filing deadline; or sixty (60) college semester (or 90 quarter) units and four (4) years as a Police Sergeant by the filing deadline.

**All applicants must meet ALL of the Minimum Qualifications by the filing deadline.**



## BENEFITS AND PAY

BART offers one of the most comprehensive compensation and benefits programs you will find anywhere. We pay at rates that are strongly competitive in the labor market, and complement our pay program with an outstanding benefits package. Benefits include the renowned CalPERS pension, excellent medical, vision, and dental coverage, supplemental insurances, excellent paid holidays and vacation, as well as two investment programs, one of which is entirely funded by BART on your behalf. BART also saves you money in your paycheck because no deductions are made for Social Security. For more information on the benefits package, see the summary listing in the sidebar to the right.

## ESSENTIAL JOB FUNCTIONS

- 1) Plans, directs and manages the activities of a zone, watch or unit of the Police Department.
- 2) Supervises and evaluates the performance of subordinate staff.
- 3) Coordinates law enforcement activity, training of personnel, and community partnerships with other divisions, departments, organizations and groups, and law enforcement agencies.
- 4) Prepares and presents written and oral reports and correspondence to District management, department personnel and to citizens.
- 5) Conduct studies on operational and procedural issues.
- 6) Chair a variety of review boards including firearm review and allegations of misconduct, prepare reports, findings and recommendations.
- 7) Assists in the development and implementation of departmental goals, objectives, policies, procedures, programs, and budget.
- 8) Identifies training needs and implements training programs.
- 9) Recommend, interpret and administer departmental policies and procedures.
- 10) Represent the department in meetings with other law enforcement agencies, professional, business and community organizations and the public.
- 11) Research crime trends, develop enforcement strategies and recommend staffing and deployment.

## BENEFITS (cont'd)

### *Retirement Programs*

- ❖ BART's pension plan is through the California Public Employees' Retirement System (CalPERS). Please note that the new District employees with a start date on or after January 1, 2013 will be subject to the terms of the new Public Employee's Pension Reform Act of 2013 (AB 340) affecting pension and pension contributions.
- ❖ Deferred Compensation Plan (IRC 457) is offered.
- ❖ Fully funded Money Purchase Pension Plan (401a) is provided in lieu of Social Security. Annual BART contributions of \$1868.65 are currently suspended through June 30, 2013 due to collective bargaining agreement.

### *Medical Benefits—Choice of:*

- ❖ HMO & PPO through CalPERS. Current monthly premium of \$89.55. You pay nothing extra for dependents

### *Dental Benefits*

- ❖ Principal Financial Group. \$2,000 per person per calendar year with no deductible. Orthodontia – lifetime max of \$3,500 and a \$50.00 deductible.

### *Vision Benefits*

- ❖ Vision Service Plan (VSP). Standard and enhanced plans available.

### *Vacation*

- ❖ Three weeks per year after 1 year of service. Four weeks after five years of service. Five weeks after 14 years of service. Six weeks after 19 years of service.

### *Holidays*

- ❖ 10 paid holidays per year
- ❖ 3 floating holidays per year

### *Sick Leave*

- ❖ Twelve days per year

### *Life Insurance*

- ❖ Two times the amount of annual base salary. Optional life insurance can also be purchased.

### *Disability Benefits*

- ❖ PORAC long-term coverage. Monthly cost to employee of \$3.00.

### *Other Benefits*

- ❖ Education Assistance Program
- ❖ Employee Assistance Program
- ❖ Free BART Transportation
- ❖ Survivor Benefits

## HOW TO APPLY

External applicants may only apply online, at [www.bart.gov/jobs](http://www.bart.gov/jobs). Applicants needing assistance with the online application process may receive additional information by calling (510) 464-6112.

Current employees are strongly encouraged to apply online, either at [www.bart.gov/jobs](http://www.bart.gov/jobs), or on WebBART. Current employees may also apply using a BART paper application by delivering the completed form to the Human Resources Department, or by mailing it to P. O. Box 12688, Oakland, CA 94604-2688.

All applicants are asked to complete the application in full, indicating dates of employment, all positions held, hours worked, and a full description of duties. On line applicants are invited to electronically attach a resume to the application form to provide supplemental information, but should not consider the resume a substitute for the application form itself.

Applications must be complete by the closing date and time listed on the job announcement.

## SELECTION PROCESS

This position is represented by the BART Police Management Association. Applications will be screened to assure that minimum qualifications are met. Those applicants who meet minimum qualifications will then be referred to the hiring department for the completion of further selection processes. District employees will be given first priority of positions over any external candidates.

The selection process for this position may include a skills/performance demonstration, a written examination, and/or an individual or panel interview.

The successful candidate must have an employment history demonstrating reliability and dependability; provide copies of certificates, diplomas or other documents as required by law, including those establishing his/her right to work in the U. S.; pass a pre-employment medical examination which includes a drug and alcohol screen, and which is specific to the essential job functions and requirements. Pre-employment processing will also include a background check. (Does not apply to current full-time District employees unless specific job requires additional evaluations)



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Human Resources Department  
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